

**MEMORANDUM**  
**PLACER COUNTY**  
**OFFICE OF THE COUNTY EXECUTIVE**

To: Website – Placer County Charter Review Committee  
From: Michael E. Paddock, Senior Management Analyst  
Date: March 14, 2008  
Subject: Final Meeting – 2007–08 Placer County Charter Review Committee

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On February 28, 2008 the Placer County Charter Review Committee conducted its final meeting to review additional salary and benefit data information provided by county staff for the elected position of county supervisor. All but two members of the Committee were present during this meeting that also included attendance by a single representative from the Placer County Taxpayers League.

County staff from the Personnel Department presented to the Committee the results of a full salary and benefits survey of three different county groupings including the Proposition F – Sheriff's salary initiative, Market Survey and the Charter Review Committee Market Survey grouping of counties. Collectively, the salary and benefit data was derived from the following counties:

- Contra Costa
- El Dorado
- Monterey
- Nevada
- Sacramento
- Santa Barbara
- Santa Clara
- San Luis Obispo
- Santa Cruz
- Solano
- Sonoma
- Tulare

Each survey or county grouping was selected based on an existing salary and benefit benchmark for law enforcement or as the market county for attracting and supplying potential employees or for its matching demographics and budget characteristics of Placer County. As indicated in the results of each of the surveys the average annual salary exceeds the current salary and benefit cap of \$30,000 by a significant difference. For example the total amount for salary and benefits of the survey conducted for counties within the Proposition F – Sheriff's Salary Initiative Survey is

\$84,263. Similarly, this same amount for the Market Survey and the modified market survey (Charter Review Committee survey – Nader) is \$125,644 and \$110,989 respectively.

The Committee reviewed and discussed all of this information with staff and thanked them for the additional work. After much discussion about the salary and data information and the role of the Committee to advise the Board of Supervisors with respect to the Placer County Charter and specifically the issue of amending the County Charter to replace the existing salary cap, the Committee, by a 4 -1 vote reaffirmed its recommendation contained in its Final Report presented to the Board of Supervisors on January 8, 2008. The specific recommendation of the Committee is to adopt a new annual salary and benefits amount of approximately \$99,000 with annual adjustments based on a selected cost index (consumer price index). The Committee also noted that this recommendation (amount) is very close to amounts derived from the additional surveys and verifies the work of staff on this matter. The Committee also made a recommendation to notify the Board of Supervisors that the work of the Committee is now complete.